# *CROSSROADS BAPTIST CHURCH CONSTITUTION*

## PREAMBLE

So that things may be done decently and in order in accordance with the accepted tenets of other churches of like precious faith, and that we may more readily help each other in our Christian service, we declare and establish this constitution to which we voluntarily submit ourselves.

## ARTICLE I
## NAME AND PURPOSE

### SECTION 1 - NAME

This congregation of believers shall be known as the Crossroads Baptist Church of Jacksonville, Florida.

### SECTION 2 - PURPOSE

(A) This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building, maintaining and operating of churches, parsonages, schools, rescue missions, day-care centers, camps, and any other ministries that the church may be led of God to establish.

(B) The church shall also ordain and license men to the Gospel ministry; evangelize the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; educate believers in a manner consistent with the requirements of Holy Scripture both in Sunday and weekday schools of Christian education; maintain missionary activities in the United States and any foreign country; and engage in any other ministry that the church may decide, from time to time, to pursue in obedience to the will of God.

## ARTICLE II
## STATEMENT OF FAITH AND COVENANT

### SECTION 1 - STATEMENT OF FAITH

### *(A) The Holy Scriptures*

We believe the Holy Scriptures of the Old and New Testament to be the verbally and plenary inspired Word of God. The Scriptures are inerrant, infallible and God-breathed, and therefore are the final authority for faith and life. The sixty-six books of the Old and New Testament are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their normal grammatical-historical meaning. The King James Version of the Bible shall be the official and only translation used by the church (2 Timothy 3:16-17; 2 Peter 1:20-21).

### *(B) The Godhead*

We believe in one Triune God, omnipotent, omniscient, and omnipresent, eternally existing in three persons – Father, Son, and Holy Spirit – each coeternal in being, co-identical in nature, coequal in power and glory, and having the same attributes and perfections (Genesis 1:26; Deuteronomy 6:4; Matthew 28:19; Mark 12:29; 2 Cor. 13:14; John 14:10, 26; Acts 5:3-4).

### *(C) The Person and Work of Christ*

(1) We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men (Isaiah 7:14; 9:6; Luke 1:35; John 1:1-2, 14; 2 Corinthians 5:19-21; Galatians 4:4-5; Philippians 2:5-8).

(2) We believe that the Lord Jesus Christ accomplished our redemption through his death on the cross as a representative, vicarious, substitutionary sacrifice; and, that our justification is made sure by His literal, physical resurrection from the dead (Acts 2:18-36; Romans 3:24-25; 1 Peter 2:24; Ephesians 1:7; 1 Peter 1:3-5).

(3) We believe that the Lord Jesus Christ ascended to Heaven, and is now exalted at the right hand of God, where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate (Acts 1:9-10; Hebrews 9:24; 7:25; Romans 8:34; 1 John 2:1-2).

### *(D) The Person and Work of the Holy Spirit*

(1) We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption (John 16:8-11; Romans 8:9; 1 Corinthians 12:12-14; 2 Corinthians 3:6; Ephesians 1:13-14).

(2) We believe that He is the Divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit (Ephesians 1:17-18; 5:18; 1 John 2:20, 27). We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers in the assembly in order that they can do the work of the ministry (Romans 12:3-8; 1 Corinthians 12:4-11, 28; Ephesians 4:7-12).

### *(E) The Total Depravity of Man*

We believe that man was created in the image and likeness of God, but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God; that man is totally depraved and, of himself, utterly unable to remedy his lost condition (Genesis 1:26-27; Romans 3:22-23; 5:12; 6:23; Ephesians 2:1-3; 4:17-19).

### *(F) Salvation*

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, Whose precious blood was shed on Calvary for the forgiveness of our sins (John 1:12; Ephesians 1:7; 2:8-10; 1 Peter 1:18-19).

### *(G) The Eternal Security and Assurance of Believers*

(1) We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever (John 6:37-40; 10:27-30; Romans 8:1, 38-39; 1 Corinthians 1:4-8; 1 Peter1:4-5).

(2) We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh (Romans 13:13-14; Galatians 5:13; Titus 2:11- 15).

### *(H) The Church*

(1) We believe that the local church, which is the body and the espoused bride of Christ, is solely made up of born-again persons (1 Corinthians 12:12-14; 2 Corinthians 11:2; Ephesians 1:22- 23; 5:25-27).

(2) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 14:27; 20:17, 28-32; 1 Timothy 3:1-13; Titus 1:5-11).

(3) We believe in the autonomy of the local church free of any external authority or control (Acts 13:1-4; 15:19-31; 20:28; Romans 16:1, 4; 1 Corinthians 3:9, 16; 5:4-7, 13; 1 Peter 5:1-4).

(4) We recognize water baptism (immersion) and the Lord's Supper as the Scriptural ordinances of obedience for the church in this age (Matthew 28:19-20; Acts 2:41-42; 18:18; 1 Corinthians 11:23-26).

(5) We believe the Bible teaches that the following offices of the church should be held by men only: Pastor (also referred to as Elder or Bishop), Assistant Pastor(s), and Deacons (1 Tim. 2:12; 3:2; Titus 1:5-6; Acts 15).

### *(I) Separation*

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord, and that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded of God (Romans 12:1-2; 14:13; 2 Corinthians 6:14-7: 1; 2 Timothy 3:1-5; 1 John 2:15-17; 2 John 9-11).

### *(J) The Second Advent of Christ*

We believe in that "blessed hope," the personal, imminent return of Christ Who will rapture His Church prior to the seven-year tribulation period. At the end of the Tribulation, Christ will personally and visibly return with His saints, to establish His earthly Messianic Kingdom which was promised to the nation of Israel (Psalms 89:3-4; Daniel 2:31-45; Zechariah 14:4-11; 1 Thessalonians 1:10; 4:13-18; Titus 2:13; Rev. 3:10; 19:11-16; 20:1-6).

### *(K) The Eternal State*

(1) We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment (Matthew 25:46; John 5:28-29; 11:25- 26; Revelation 20:5-6, 12-13).

(2) We believe that the souls of the redeemed are at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection when spirit, soul, and body are reunited to be glorified forever with the Lord (Luke 23:43; 2 Corinthians 5:8; Philippians 1:23; 3:21; 1 Thess. 4:16-17; Revelation 20:4-6).

(3) We believe that the souls of unbelievers remain, after death, in conscious punishment and torment until the second resurrection, when with soul and body reunited they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment and torment (Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thessalonians 1:7-9; Jude 6-7; Revelation 20:11- 15).

### *(L) The Personality of Satan*

We believe that Satan is a person, the author of sin and the cause of the Fall of Man; that he is the open and declared enemy of God and man; and, that he shall be eternally punished in the Lake of Fire (Job 1:6-7; Isaiah 14:12-17; Matthew 4:2-11; 25:41; Revelation 20:10).

### *(M) Creation*

We believe in the Genesis account of creation and that it is to be accepted literally and not allegorically or figuratively; that God created the universe in six literal, 24-hour periods; that man was created in God's image and after His own likeness; that man's creation was not a matter of evolution or evolutionary change of species or development through interminable periods of time from lower to higher forms; that then all animal and vegetable life was made directly, and God's established law was that they should bring forth only "after their kind." We reject evolution, the Gap Theory, the Day-Age Theory, Theistic Evolution, and Progressive Creation as unscriptural theories of origins (Genesis Chapters 1 and 2; Exodus 20:11; Colossians 1:16-17).

### *(N) Civil Government*

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home; 2) the church; and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God (Romans 13:1-7; Ephesians 5:22-24; Hebrews 13:17; 1 Peter 2:13-14).

### (O) Marriage, Gender and Sexuality

(1) We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27; Matthew 19:4). Rejection of one's biological sex is a rejection of the image of God within that person.

(2) We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union. Though various cultures and customs have changing definitions of marriage, it is God alone who has ultimate authority to prescribe and describe the marital relationship (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12).

(3) Marriage ceremonies performed in any facility owned, leased, or rented by this church will be only those ceremonies sanctioned by God, joining one man with one woman as their gender was determined at birth.

(4) We believe that any form of homosexuality, lesbianism, bisexuality, transgenderism, bestiality, incest, fornication, adultery and pornography are sinful perversions of God's gift of sex (Genesis 2:24; 19:5, 13; 26:8-

9; Leviticus 18:1-30; Romans 1:26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; 1 Timothy 1:9-10; Hebrews 13:4).

(5) We believe that in order to preserve the function and integrity of Crossroads Baptist Church as the local Body of Christ, and to provide a biblical role model to the Crossroads Baptist Church members and the community, it is imperative that all persons employed by Crossroads Baptist Church, or who serve as volunteers in any capacity, agree to and abide by this Statement on Marriage, Gender, and Sexuality (Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22).

### (P) Human Life

(1) We believe human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death.

(2) Abortion: We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the mental well-being of the mother are acceptable (Job 3:16; Psalms 51:5; 139:14-16; Isaiah 44:24; 49:1, 5; Jeremiah 1:5; 20:15-18; Luke 1:44).

(3) Euthanasia: We believe that an act or omission which, of itself or by intention, facilitates premature death is assuming a decision that is to be reserved for God. We do not believe that discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome is euthanasia. (Exodus 20:13; 23:7; Deuteronomy 32:39; Matthew 5:21; Acts 17:28).

### *(Q) Missions*

We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the foreign nations and not wait for them to come to us (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Corinthians 5:20).

### *(R) Lawsuits between Believers*

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander (1 Corinthians 6:1- 8; Ephesians 4:31-32).

### *(S) Giving*

We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support his local church financially. We believe that God has established the tithe as a basis for giving, but that every Christian should also give other offerings sacrificially and cheerfully to the support of the church, the relief of those in need, and the spread of the Gospel. We believe that a Christian relinquishes all rights to direct the use of the tithe or offering once the gift has been made (Genesis 14:20; Proverbs 3:9- 10; Acts 4:34-37; 1 Corinthians 16:2; 2 Corinthians 9:6-7; Galatians 6:6; Ephesians 4:28; 1 Timothy 5:17-18; 1 John 3:17).

### *(T) Spiritual Gifts and the Ministry*

For the purpose of winning the lost and strengthening believers, the Holy Spirit bestows His spiritual gifts on members of the body according to His own will (1 Corinthians 12:4-11; 28- 30). Initially, some of these gifts were for use as signs for confirmation of the spoken word of the disciples (Mark 16:20; Hebrews 2:4). With the completion of the written Word of God in the New Testament Scriptures, these miraculous gifts (such as the ability to speak in other languages without having learned these languages, the power to receive and communicate divine revelations and the ability to perform supernatural healings and other miracles) were no longer necessary and were gradually replaced (1 Corinthians 13:8-10; Revelation 22:18-19) by permanently needed gifts such as those of pastoral guidance, evangelism, teaching the written Word and others (Romans 12:6-8; Ephesians 4:11-12). This does not imply that God can no longer answer prayer in miraculous ways, when in accordance with His own will, nor that He is not sovereign in the use of means for the accomplishing of His purposes. However, such occurrences are not to be considered as specific 'gifts' or powers to be possessed by individuals, nor are they to be considered evidences of spirituality on the part of those supporting the testimony of believers. Therefore, seeking after such signs or other sensory experiences in the services or ministries of the church can lead only to confusion and divisions and should be avoided.

## SECTION 2 - AUTHORITY OF STATEMENT OF FAITH

The statement of faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing statement of faith accurately represents the teaching of the Bible, and therefore, is binding upon all members.

## SECTION 3 - COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on profession of our faith, having been baptized in the name of our Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to give it a sacred preeminence over all institutions of human origin; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and private devotions; to religiously educate our children; to seek the salvation of our kindred, acquaintances, and all others; to walk circumspectly in the world; to be just in our dealings, faithful to our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from worldly amusements (that are questionable); to be free from all oath-bound

secret societies; illegal narcotic drugs, or intoxicating drink as a beverage; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior and to secure reconciliation without delay.

We moreover engage, that when we remove from this place, we will as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

## ARTICLE III
## MEMBERSHIP

### SECTION 1 - QUALIFICATIONS FOR MEMBERSHIP

The membership of this Church shall be composed of individuals who are believers in the Lord Jesus Christ and who affirm the tenets of the Statement of Faith, and who offer evidence, by their confession and their conduct, that they are living in accord with their affirmations and this Constitution and Bylaws, and are actively pursuing and continuing in a vital fellowship with the Lord Jesus Christ. The membership of this Church shall have final authority in all matters of church governance, as set forth and described in the Bylaws.

Upon a majority vote of the members present at any church service or meeting, membership shall be extended to all who have had and whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior; who renounce sin; who endeavor to live a consecrated life wholly unto the Lord; who fully subscribe to the Statement of Faith contained herein; and who enter into the church covenant contained herein; and upon compliance with any one of the following conditions:

(A) By baptism (immersion) as a true believer in Christ Jesus as Personal Savior;

(B) By letter of transfer from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith;

(C) By testimony of faith, having been baptized by immersion;

(D) By restoration, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the church membership of the sin or sins involved, and satisfactorily evidencing repentance to the pastor (or the Board of Deacons if the office of pastor is vacant).

Presentation of an individual for church membership who is 18 years of age or older (and is thus eligible to vote on church matters) is contingent upon his or her agreement with the church's Constitution. Membership in the church which carries voting privileges is not effective until an individual signs the affirmation statement agreeing with the Constitution. A copy of the member's signed affirmation will be kept on file in the church office.

## SECTION 2 - DUTIES OF A MEMBER

On becoming a member of this church, in addition to the covenant contained in Article II, Section 3, each one further covenants to love, honor, and esteem the pastor; to pray for him; to recognize his authority in spiritual affairs of the church; to cherish a brotherly love for all members of the church; to support the church in prayer, tithes, offerings and with other financial support as the Lord enables; and in accordance with Biblical commands to support through a life-style walk affirmation of the beliefs and practices of the church.

## SECTION 3 - PRIVILEGES OF MEMBERSHIP

This congregation functions, not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under shepherd with the counsel of the Board of Deacons. Membership in this church does not afford those individuals with any property, contract, or civil rights based on principles of democratic government. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The pastor shall oversee and/or conduct all aspects of this church. The Board of Deacons shall give counsel and assistance to the pastor as requested by him. The membership of the church has certain limited areas of exercising a vote.

## SECTION 4 - DISCIPLINE OF A MEMBER

### (A) Purpose:

(1) Church discipline is a process of spiritual discipleship including prayer, biblical instruction, admonition and rebuke—both private and public. The objective of church discipline for the sinning church member is to help him or her return to a biblical standard of doctrine and conduct (Galatians 6:1), to help the believer reconcile with those who have been injured and/or offended, to be restored to live a life of godliness and positive Christian service, and to grow in grace and mature in the faith.

(2) The greater objective of church discipline for the local church as a body is twofold: to glorify God by maintaining purity (1 Corinthians 5:1-6), and to edify believers by deterring sin and promoting purity (1 Timothy 5:20). Discipline will follow the biblical pattern, and is an effort to bring the individual to repentance and restoration and to protect the church from unrepentant sin.

### (B) Cause:

The Scriptures appear to present four general reasons for church discipline:

(1) Unrepentant immorality (all moral judgments are to be based on God's Word, not public opinion) – 1 Corinthians 5.

(2) Persistent doctrinal heresy – 1Timothy 1:19, 20; Titus 3:10.

(3) Refusing to reconcile with another brother or sister in Christ – Matthew 18:17.

(4) Maintaining a divisive spirit which results in rebellion to God's Word and/or God-ordained authority, and which promotes trouble-making within the church – Romans 16:17; 1 Corinthians 1:10; 2 Thessalonians 3:6, 7, 11.

### (C) Justification:

It should further be understood by every member that church discipline is Biblically mandated on the basis of a church's:

(1) Obedience to Scripture, which clearly requires church discipline.

(2) Commitment to maintain purity in the church, thus removing the defilement of sin – 1 Corinthians 5:6-8; Galatians 5:9; Ephesians 5:27.

(3) Concern to reclaim and restore sinful offenders – Matthew 18:15; Galatians 6:1.

(4) Desire to deter other members from sin – 1Timothy 5:20.

### (D) Authority:

The Lord Jesus Christ has entrusted the local church with the authority and responsibility to discipline members for flagrant sin or serious doctrinal error, with the goal of the restoration of the offender. This discipline is entrusted to the Discipline Committee and is to follow the biblical pattern as set forth in Matthew 18:15-20; Romans 16:17; 1 Corinthians 5; 2 Corinthians 2:7-8; Galatians 6:1; 2 Thessalonians 3:6; Titus 3:10-11; and 2 John 7-11. Any member of this church who practices or affirms a doctrine or conduct that, in the judgment of the Discipline Committee, is opposed to the teaching of the Word of God, or is threatening to the testimony of this church, or is divisive to the body, shall be subject to church discipline.

### (E) The Process of Church Discipline:

(1) Discipline Committee: There shall be a Discipline Committee consisting of the pastoral staff, Board of Deacons and Trustees. If a pastor, deacon, or trustee is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. He shall be entitled to the same steps as other church members and be subject to the same discipline.

(2) Dealing with an Offense: Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

(3) Attempts at Reconciliation: If repentance and/or reconciliation is not reached, a second member, either a deacon, trustee or the pastor is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination, and exercised in a spirit of humility with the goal of restoration.

(4) Hearing by the Discipline Committee; Bringing the Matter to the Church If the matter is still unresolved after the steps outlined in subsections (2) and (3) have been taken, the Discipline Committee, as the church representatives, shall hear the matter. If the matter is not resolved during the hearing before the Discipline Committee, the Committee shall recommend to the members of the church that they, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.

(5) Process: No matter may be heard by the Discipline Committee or the church unless the steps outlined in subsections (2) and (3) have been taken, except in the case of a public offense.

There shall be no public trial of any member of this church, and no member under church discipline has the right to be heard before the congregation. Every member under discipline has the right to be heard at a meeting of the Discipline Committee, which alone presents the matter to the congregation.

(6) Removal of a Member from the Church: If the matter is still unresolved after the steps outlined in subsections (2), (3), and (4) have been taken, such members who refuse to repent and be restored are to be removed from the membership of the church upon a three-quarter (3/4) majority vote of the membership present at a meeting called for the purpose of considering disciplinary action. Charges against members or officers

shall not be brought before the church except by the Discipline Committee, after careful investigations, and no charges will be investigated by the Committee unless they are presented to the Senior Pastor in writing and signed by the offended party.

(7) Post-Discipline: If an unrepentant offending party is removed from the church membership, all contact with him from that point forward must be for the sake of restoration (except family members).

(8) Removal from Christian Service for Cause; Unilateral Action by the Pastor: The senior pastor may remove an individual for cause from the privilege of serving in a particular ministry when he believes the individual has ceased to conform to biblical standards for service. This removal, which is short of dismissal from the fellowship, should be reported and explained to the Discipline Committee as soon as practically possible after the pastor's action.

(9) Resignation from Church Membership During the Disciplinary Process: The members of this church further knowingly and voluntarily agree that a member cannot voluntarily withdraw or resign his or her membership in the midst of the discipline process, and may only voluntarily withdraw or resign his or her membership if they are not the subject of a discipline proceeding at the time or only after a disciplinary process, of which they are the subject, has been concluded as determined by the Discipline Committee.

### (F) Restoration of a Repentant Church Member:

(1) Upon confession of sin, the Senior Pastor will appoint a spiritual church leader to disciple/mentor a repentant member.

(2) The ultimate objective of spiritual restoration is two-fold:
(a) Ensure reconciliation with hurt and offended member(s), their families, and other members within the church, and with God – Luke 19:1-10; Philemon 18, 19.
(b) Promote genuine Christ likeness – Romans 8:29.

(3) When a Christian repents of sin, spiritual evidence will be visible:
(a) Acknowledgement and admission of sin – 1 John 1:5-2:2.
(b) Sorrow over sin and its consequences – 2 Corinthians 7:8-11.
(c) Demonstration of spiritual fruit – Matthew 3:7, 8; Luke 3:8-14.

### (G) Conclusion:

It should also be noted that while a church is Biblically required to take a firm stand in opposition to sin, the church should discipline members in a spirit of meekness (Matthew 7:5; 1 Corinthians 10:12; Galatians 6:1), and should continue to manifest love towards those members guilty of sin (2 Thessalonians 3:15). The church should eagerly forgive those who repent and confess their sin and agree to spiritual restoration (Luke 17:3, 4; Ephesians 4:32).

## SECTION 5 - TRANSFER OF MEMBERSHIP

Members, not under the disciplining process of Section 4, may request that letters of transfer be sent to another church. A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the pastor.

## SECTION 6 - INACTIVE MEMBERSHIP

The membership roll will be reviewed at the end of each church year (every 12 months). Members which have not attended and supported the work for 3 months will be placed on the inactive roll. Those who are on the inactive roll will not be eligible to vote in a duly called business meeting until they have publicly renewed their commitment to Jesus Christ and to this local body of believers.

# ARTICLE IV
# OFFICERS

## SECTION 1 - CHURCH OFFICERS

The church officers are pastor, deacons, trustees, treasurer, and clerk. One person may hold two offices or more offices except that of pastor. The pastor, from time to time as he deems appropriate, may appoint other church officers, subject to a confirmation vote of the church membership.

### (A) Pastor

The pastor is responsible for the spiritual leadership of the church, serving under the Chief Shepherd (I Peter 5:1-4). He shall lead the worship, teaching, evangelistic and prayer services of the church as led by the Holy Spirit, and shall seek to provide spiritual help and counsel to all in need of such, as the Lord leads and enables. The pastor shall be called by the congregation by a three-fourths vote at a duly-called meeting. He must evidence the Biblical pastoral qualifications (Titus 1:6-9), heartily agree to the Articles of this Constitution, including especially the full Statement of Faith, and believe that God has truly led him to accept this office. The pastor shall continue in this office indefinitely, either until his resignation or death or until the congregation by three-fourths vote of active voting members at a duly-called meeting for this specific purpose only, removes him from office. Such a meeting may be called by the pastor, by the Board of Deacons, or upon written petition of one-third of the voting members.

### (B) Deacons

There shall be three (if scripturally qualified) or more deacons, as needed, each to be chosen by the congregation from among the active members of the church. A deacon must be a man of mature Christian character and witness, fulfilling the Biblical qualifications (I Tim. 3:8-13), with an exemplary moral life and reputation in the community. The term of office shall be three years. A deacon may be re-elected to office after completion of his previous term and upon completion of a review with the pastor. The Board of Deacons shall elect a chairman annually. The duties of the deacons shall be to assist the pastor in the spiritual ministries of the church, supervising its charitable and mission activities, serving the Lord’s Supper, visiting the members and prospective members, making provisions for the services when the church is without a pastor, and other similar activities.

### (C) Trustees

There shall be three or more trustees, as needed, whose responsibility it is to represent the church in all legal matters and to serve as legal holders of all church property. They must also be property owners. The term of office shall be three years, on a rotating basis, with immediate re-election possible. It is understood that all decisions involving legal matters are actually to be made by the congregation, with the trustees serving only as legal representatives. The trustees shall not be held liable for church indebtedness nor shall they be liable in the case of a lawsuit brought against the church.

### (D) Treasurer

The treasurer shall be responsible for keeping a careful record of all church finances, as well as paying the legal financial obligations of the church. This person shall be elected annually, and may be re-elected. An assistant treasurer shall also be elected to serve in the absence of the treasurer.

### (E) Clerk

The clerk shall be elected annually from among the members of the church, with re-election possible, and shall be responsible for keeping a careful and complete set of Minutes for all congregational business meetings, as well as other clerical functions prescribed by the church. An assistant clerk shall also be elected to serve in the absence of the clerk.

## SECTION 2 - DESIGNATION OF CORPORATE OFFICERS

As an accommodation to legal relationships outside the church the pastor shall serve as President of the corporation. The chairman of the Board of Deacons shall serve as vice- president of the corporation. The chairman of the Board of Trustees shall serve as the secretary of the corporation. The treasurer shall serve as treasurer of the corporation.

## SECTION 3 - ELIGIBILITY FOR CONTINUANCE IN OFFICE

(A) All church officers shall affirm their agreement with the statement of faith (as set forth in Article II) annually in the presence of each other.

(B) All church officers must be approved initially and thereafter annually by the pastor in order for them to commence or continue in their offices.

(C) Only active church members are eligible for election or appointment to any church office or position.

## SECTION 4 - ELECTION OF OFFICERS

All officers and committee members which are elected as designated shall begin their tenure of office on October 1st.

## SECTION 5 - PASTORAL OVERSIGHT OF OFFICERS AND STAFF

(A) Subject to the approval of the church membership and on the condition that they shall become a member of the church upon assuming their duties, the pastor may hire associates and assistants to assist the pastor in carrying out his God-given responsibilities. Financial compensation shall be determined by the pastor and finance committee and by vote of active church members.

(B) All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has the sole authority to hire, appoint, or dismiss the same.

(C) In the event of any suspected action requiring disciplinary measures, the Pastor, at his discretion, has the authority to temporarily remove any deacon, trustee, treasurer, assistant treasurer, clerk, or assistant clerk from office pending disciplinary review and vote of church.

# ARTICLE V
# MEETINGS

### SECTION 1 - MEETINGS FOR WORSHIP

Unless otherwise determined by the pastor, the church shall meet each Sunday for public worship both morning and evening and at least once during the week for Bible study and prayer. The ordinance of the Lord's Supper shall be observed at the pastor's spiritual discretion.

### SECTION 2 - MEETINGS FOR CHURCH ADMINISTRATION

A business meeting will be called at the pastor's discretion and deacons by giving notice of such meeting and the purpose for which it is called from the pulpit, at least one Sunday and not less than one week prior to said meeting. A quorum shall consist of members present.

### SECTION 3 - FISCAL YEAR

The fiscal year of the church shall begin January 1st and end December 31st.

# ARTICLE VI
# FINANCIAL POLICIES

This church shall follow "faith" principles with reference to funds needed for the support of its ministries, looking to the Lord to supply the needs through His people in the church. The amount of an individual's contributions will not be disclosed to other members, this being a matter of private conscience before God.

Money received shall be disbursed by the Treasurer in accordance with the Budget, which shall be prepared annually by the Finance Committee and approved by the congregation in called business meetings. The Finance Committee shall consist of the Deacons, Trustees, Treasurer, with the Pastor serving as the ex-officio member. The budget may be modified during the year at any time, if so recommended by the Finance Committee and approved by the church.

The budget should include all items of anticipated expense, including the pastor's salary, payments on buildings, and furnishings, etc. Special offerings may be taken for designated purposes if approved by the pastor and/or the Finance Committee.

The Finance Committee by majority shall make purchases of $750.00 or less without the voting procedure from the church body in a called business meeting. Any amount exceeding $750.00 shall be brought before a called business meeting for vote. Exception: In the case of an emergency the Pastor and Deacons can act to correct the emergency, such as air condition repair, vehicle repair, roof repair, etc.

Financial and Internal control review: Bi-yearly.

Check signing policy: No two family members or relatives shall be authorized to sign the same check.

# ARTICLE VII
# ORDINATION

## SECTION 1 - ORDINATION QUALIFICATIONS

Any member of this church or its mission churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in I Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

## SECTION 2 - ORDINATION PROCEDURE

(A) Upon a conference with the pastor and after the pastor has approved the candidate for ordination, the pastor shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.

(B) If the candidate is found worthy of the ordination by the council, the ordination council may ordain the candidate on behalf of the church.

(C) The pastor and the chairman of the deacons shall arrange for the ordination service.

# ARTICLE VIII
# TAX-EXEMPT PROVISION

## SECTION 1 - PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Article I, Section 2 hereof.

## SECTION 2 - POLITICAL INVOLVEMENT

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

## SECTION 3 - DISSOLUTION

Upon the dissolution of the church, the trustees, shall, after paying or making provision for payment of all the liabilities of the church, dispose of all of the assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986(or the corresponding provision of any future United States Internal Revenue Law), as the trustees shall determine. Assets may be distributed only to organizations which agree with the church's statement of faith.

## SECTION 4 - RACIAL NONDISCRIMINATION

The church shall have a racially nondiscriminatory policy and therefore shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

## ARTICLE IX
## DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the pastor and the Board of Deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Article I, Section 2.

## ARTICLE X
## AMENDMENTS

This constitution may be revised or amended by a majority vote of active members present and voting at any called church administration meeting, provided that said revision or amendment has been submitted in writing and announced from the pulpit fourteen (14) days before the vote is taken.

## CHURCH BYLAWS

### NUMBER 1

Each member (18 years and above) of the church shall be entitled to vote on all matters.  If any member is unable to be present because of illness or other providential hindrances as such, but desires to vote on some question to be considered at the meeting, he may cast a proxy ballot by so informing the pastor or deacon prior to the time of the meeting. The pastor shall preside as moderator at business meetings. In the Pastors absence the chairman of the Board of Deacons may preside at business meetings. Meetings shall be conducted in accordance with the parliamentary procedures set forth in “Roberts Rules of Order.” Unless otherwise specified, all questions and elections are to be decided by majority vote, after seeking the Lord’s will in prayer.

### NUMBER 2

All church business meetings shall be opened and closed with prayer for divine guidance and blessing.

### NUMBER 3

All appointments for public worship and Bible study and the arrangements thereof including time and place and the use of the property belonging to the church for purposes other than the stated appointments shall be under the control of the pastor.

### NUMBER 4

All literature used in the church shall be in complete agreement with the Statement of Faith.

### NUMBER 5

The following order shall be observed at called business meetings:

(A) Prayer

(B) Reading of minutes

(C) Report of officers

(D) Unfinished matters

(E) New matters

(F)Adjournment

(G) Prayer

### NUMBER 6

These bylaws may be altered, suspended, or amended at a called business meeting by a majority vote of the active members present and voting.

## ADOPTION

This constitution was adopted by a three-fourths majority vote of the active members present and voting at a duly-called meeting of the church in which a quorum was present.

This constitution and bylaws supersedes any other constitutions and/or bylaws of Crossroads Baptist Church.

October 4, 2015 Anthony W. Rister

Date Pastor